

EEO-82-956
18 November 1982

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Executive Director

FROM: Director, Equal Employment Opportunity

SUBJECT: Establishment of a School of International
Security Studies at an Historically Black College
or University (HBCU)

1. As you may recall, in November 1980, the Directorate EEO officers advanced a proposal to the Agency's Directorate heads for the CIA to assist in establishing a School of International Security Studies at an HBCU. The proposal was of course in an idea stage and the Deputy Directors at that stage looked favorably on the idea but asked for additional research to be accomplished, both from legal and other aspects. The idea was broached with several HBCUs, among them Texas Southern University, Virginia State University and Howard University. Texas Southern and Virginia State were the most receptive.

2. The Office of General Counsel issued an opinion that stated in part "the Intelligence Community's proposal to assist academic institutions in providing minority students with training which would prepare them for careers in the intelligence field clearly falls within the mandate of this mandate and is thus permissible." The mandate referred to is the EEOC regulation governing the establishment of continuing affirmative action programs for equal opportunity by Federal agencies (29 C.F.R. para. 1613), which states "(f)---participate at the Community level with other employers, with schools and universities, and with other public and private groups in cooperative action to improve employment opportunities and Community conditions that affect employability.

3. Following this opinion, the DDO was queried for leads within commerce and industry that might be willing to fund such a school at an HBCU. The DDO provided a contact within [] Corporation that the proposal could be discussed with. Since that time, little has been done. The [] lead was not contacted and only one additional contact with an HBCU initiated, that being Virginia State University. I have studied carefully all correspondence regarding the proposal and feel the idea is sound but will involve a considerable amount of work, coordination with other Intelligence Community components, and a commitment on the part of this Agency to provide considerable academic help from our more illustrious analysts and doctorate-degreed individuals.

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4. I believe, however, that the effort, cost and time involved by this Agency would be worthwhile for the following primary reasons:

-- It would be in the true spirit of the President's Executive Order 12232 of September 1981 requiring all Federal agencies to aid and support HBCUs. (This Agency has been reporting semi-annually to the White House Initiative on HBCUs Staff since I assumed the position of D/EEO.)

-- Working on the establishment of such a school would manifest the Agency's commitment to Equal Opportunity.

-- In the years ahead, the school could provide a valuable recruiting ground for minorities.

-- Teaching at such a school would provide Agency officers the opportunity to broaden themselves academically and otherwise.

5. I personally believe Virginia State University in Petersburg is the best candidate school because it is within an hour's flight time and within driving distance -- approximately two hours -- of Washington, it is extremely interested in the concept, the DDI has already had one contract with the university, and its President is an activist who has the support of the university board in actively pursuing the concept.

6. At this time I would like to have your concurrence to continue to pursue the proposal. I am prepared to begin by contacting the [redacted] Corporation, meet with the President of Virginia State, contact other Intelligence Community members, and to initiate a feasibility study on the total concept.

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[redacted]
John H. Dohring

APPROVED: *for further investigation without*
[redacted] *at this time*

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Executive Deputy Director of Central Intelligence

11/22/82

Date

DISAPPROVED:

Deputy Director of Central Intelligence

Date